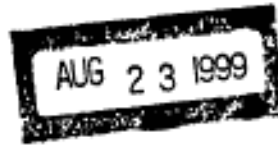




DEPARTMENT OF THE ARMY
HEADQUARTERS 11TH INFANTRY REGIMENT, USAIS
FORT BENNING, GEORGIA 31905

REPLY TO
ATTENTION OF

ATSH-TP



MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum 99-20: 11th Infantry Regiment Consideration of Others Program

I. REFERENCE:

- a. Memorandum, HQ TRADOC, ATBO-BPE, 6 Jan 98, subject: SAB
- b. Message, HQ DA, DAPE-HR-L, 061700Z Oct 97, subject: SAB
- c. Memorandum, HQ USAIC, ATZB-EO, undated, subject: Fort Benning's C02 Program Policy

2. PURPOSE: To give subordinate commanders guidance and outline the focus of reporting, training, education and meeting the requirements of the United States Army's Consideration of Others (C02) Program. Further, to extend information critical to meet with a commander's successful implementation of his or her C02 program.

3. DEFINITION: Consideration of Others (C02) is defined by "those actions that indicate a sensitivity to and regard for the feelings and needs of others and awareness of the impact of one's own behavior on them".

4. DISCUSSION: The Consideration of Others Program can be defined as a "pre-mission" task conducted regularly in a normal training cycle. A commander's successful implementation of the C02 will result in a more cohesive and better functioning military and civilian team. The ability for someone to understand how their attitude affects mission accomplishment arms them with the tools necessary to understand how they impact the individual within this organization. They can then begin to better understand their roles and responsibilities to the organization's mission.

5. PROCEDURES:

a. Objectives:

- (1) Build a work environment that fosters dignity and respect for all soldiers and civilians.
- (2) Educate individuals in the eight key areas.
- (3) Improve the organizational effectiveness of the unit.
- (4) Improve the quality of life for all members of the 11th Infantry Regiment.

b. Requirements

- (1) Conduct two (2) hours of C02 training every quarter in the C02 small group format.
- (2) Brief training each quarter to next higher commander.
- (3) Schedule all training on training schedules.
- (4) Have enough post-level trained facilitators to handle training requirements (mm 2 per company).

(5) Log and report classes trained to the battalion Equal Opportunity leader on a monthly basis.

6. TRAINING: Although, there are eight defined key areas, commanders are encouraged to assess the unit climate and conduct C02 classes, developed by facilitators in the unit, that meet the commanders needs. Graduates of the post facilitator course are provided 17 lesson plans to jumpstart the commander's C02 program.

a. Key Areas of Focus:

- (1) Ethical Development
- (2) American Military Heritage
- (3) Quality Individual Leadership
- (4) Team Building
- (5) Equal Opportunity
- (6) Gender Issues
- (7) Family Concerns
- (8) Health, Safety, and Drug & Alcohol Abuse

b. Lesson Plans:

- (1) Alcohol and Drug Abuse
- (2) Cold and Hot weather injuries
- (3) Communication Process
- (4) Conflict Management
- (5) Cultural Diversity
- (6) The Drink
- (7) Equal Opportunity Complaint Procedures
- (8) Extremism and Extremist Organizations
- (9) Group Development Theory
- (10) HIV and Safe Sex Practices
- (11) The Medal –CPL. Mitchell Red Cloud Jr.

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- (12) Prevention of Sexual Harassment
- (13) Professional Ethics
- (14) Racism and Sexism
- (15) Religious Accommodations
- (16) They would have issued you one
- (17) Values, Attitudes, Behaviors, and Self-Awareness.

7. PROPONENT: SFC Mikesell, 11th IN Regiment Equal Opportunity Advisor, 545-5535.

A handwritten signature in black ink, appearing to read "Michael Ferriter", with a stylized flourish at the end.

MICHAEL FERRITER
Colonel, Infantry
Commanding

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